

# 2021 ESG Fact Sheet

*Environmental, Social & Governance (ESG) is woven into our organization's fabric. We measure our progress according to the Sustainability Accounting Standards Board (SASB), Global Reporting Initiative (GRI), and other frameworks.*

*Giving back to our community—at both the company and employee levels—is deeply ingrained into our culture.*

## Governance

Since 2018, we have benchmarked and measured our progress against ESG metric frameworks such as SASB and GRI. Now, we're reporting our findings and supporting leadership and employees in integrating ESG into our corporate strategy.

The Board is fully engaged in our ESG strategy, initiatives and policies. At an operational level, we instituted a dedicated ESG function.

### Board Diversity & Independence

We are evolving our Board composition by recruiting highly qualified directors to increase gender and cognitive and demographic diversity.

We are also committed to a Board comprised of independent directors.

Proud members of the National Association of Corporate Directors ([NACD](#)).

### Business Ethics

Our commitment to business ethics begins at the board level and applies across our workforce. We train every professional on anti-corruption & anti-bribery guidelines and anti-harassment/discrimination policies to ensure compliance with our ethical standards.

**100%** workforce completion rate, annual anti-corruption & anti-bribery training.

### Supply Chain Management & Human Rights

We are committed to ethical conduct throughout our global operations and supply chain, starting with ourselves, then extending to each vendor and supplier. We stand for treating workers with respect and dignity, ensuring safe working conditions, and conducting ethical and environmentally responsible operations.

### Data Security and Business Continuity

All our major delivery centers are ISO 27001:2013 certified. Our Business Continuity and Disaster Recovery plans include failure of equipment, loss of power supply and telecommunication, as well as natural disasters and other disruptions.

# Human Capital

## Managing Our Workforce

Our global workforce consists of highly qualified, talented professionals with differentiated skill sets, including hyper-connectivity, cloud infrastructure, artificial intelligence (AI), eCommerce, microservices-based platforms, and security, among many others.



**1st Rank**  
Best Employer Brand  
in IT 2020



**1st Rank**  
In IT & Software



**Top 10**  
EY Best Employer  
Survey



**Top 3**  
IT Companies in  
Ukraine



**Top Employer**  
Focus Magazine



**1st Rank**  
Zlatni indeks for  
2019



**Top 4**  
Best Employers in  
Croatia



**1st Rank**  
Koszaliński Orzeł 2019  
in the field of Economy



**1st Place**  
Computerworld  
TOP 200



**Great Place to Work**  
in India

## Providing Career Development and Training Opportunities

To support our highly skilled workforce, we prioritize training opportunities, ensuring that GlobalLogic is considered a place to grow and expand one's career.

24.4

hours of training per worker;  
FY 2020 <sup>1</sup>

393,091

Individual training hours

<sup>1</sup> Partners Group Survey as of June 2020

**Diversity, Equity & Inclusion, and Employee Engagement**

We're committed to diversity, equity, and inclusion across our company. Our CEO, Shashank Samant, joined 1,600 leading US CEOs by signing the [CEO Action of Diversity & Inclusion Pledge](#) advancing diversity and inclusion in the workplace.

In Argentina, we allied with [Contratá Trans](#) to improve socio-labor opportunities for Transgender people.

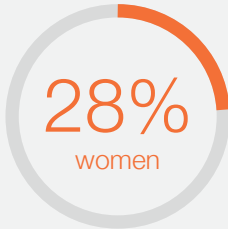
**Recruiting Qualified and Diverse Top Talent**

To attract and retain top talent, we are committed to cultivating a diverse workforce. We pledge to recruit and promote more women across our company.

Our gender diversity is healthy for our sector, and we still have work to do. We're committed to hiring the most talented professionals, regardless of gender, race, or beliefs.

20,000

**Total Workforce (approx.)**



**Global Gender  
Women 28% / Men 72%**



**Global Management  
Women 24% / Men 76%**

## Environment

### Managing Our Environmental Footprint

We are increasing our tracking, monitoring, and reporting of our energy footprint.

Beginning in FY2022, we're tracking our most material energy and water-related metrics across every geography.

### Spotlight: India

LEED-Certified

3 LEED Gold Buildings  
2 LEED Platinum Buildings

3,000 kgs

Reduced plastic waste by switching to glass water bottles, biodegradable garbage bags, and wooden stirrers and plates.

20%

Reduction in energy consumption by switching to LED lighting and motion sensors

### Reducing Our Carbon Footprint

We embrace our role in combating climate change, including tracking and offsetting our carbon footprint.

Our approach to managing our carbon emissions is emerging and we support fully pilot programs implemented across the company.

In Latin America, we track our Scope 1, 2, and 3 emissions and commit to offsetting our 2021 carbon emissions by

200%

## Social Capital

### Providing Full and Productive Employment Opportunities

We provide quality employment opportunities to highly talented professionals, promoting positive social impact across the communities where we operate.

1,908

jobs created FY 2020 <sup>ii</sup>

The majority of our professionals are full-time.

<sup>ii</sup> Partners Group Survey as of June 2020

### Giving Back to Our Communities

We embrace our role supporting the local communities in which we operate—at both the company and individual employee levels.

Every year, we partner with numerous charities & volunteer programs in all of our locations.

We strive to make a lasting positive impact across the globe and mitigate our world's most pressing social and environmental challenges.

**2%** of our profits in India are donated to charitable giving.

### CSR Impact Areas

#### Education

- Basic & continuing education for the underprivileged
- STEM Early Education
- Young software developers' support

#### Community Service

#### Environment

- Ecology & conservation
- Climate change

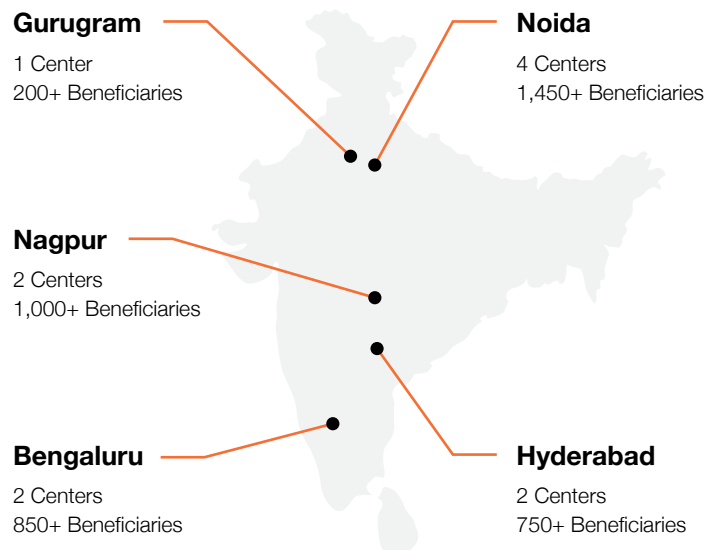
#### Health & Wellbeing

- JDRF & Diabetes research
- American Heart Association

In India, we've focused our efforts on improving access to children's educational opportunities in under-served communities.

We operate 11 education centers serving 5,000+ students across India.

**5,000+**  
Students Served



## COVID-19 Response

Our response to the pandemic began with the most pressing concern—keeping our workforce safe and ensuring we could support our clients seamlessly.

In March 2020, we pivoted from 30+ centers to 19,000, supporting our entire team working from home, which will continue until it's safe to return to the workplace.

While COVID-19 response initially focused on business continuity, we quickly expanded our efforts to the communities' needs where we operate.

## GL Café: a Virtual Engagement Platform

Rapid-response initiative to engage, nurture, and support our work force with town halls, announcements, tech talks, and local groups.

28,000+

attendees

151

sessions in 8 languages  
(from corporate to regional meetups)

100+

'self-serve' employee-generated sessions

\$300,000

donated towards COVID-19 relief efforts around the world to date.

Local donations include:

- Financial support for First Responders across the globe
- Argentine Red Cross
- Cimientos COVID-19 scholarship program, supporting underserved students continuing their studies despite COVID-related disruptions